



Rio Arriba County Detention Center (RACDC) POLICY 053: WORK STOPPAGE

In the event of a work stoppage or strike by the detention staff, the administrator shall implement contingency plans to provide for the safe and secure incarceration of all inmates.

Definitions:

Work Stoppage: When full time employees fail to report to work intentionally due to protest of working conditions.

Minimum Staffing Levels: The minimum number of staff required to adequately operate the Rio Arriba County Detention facility in a safe and secure manner as determined by the administrator.

Minimum Staffing levels is as follows:

- a. 0800 hrs. to 1600 hrs. -- four officers
 - b. 1600 hrs. to 2400 hrs. -- four officers
 - c. 2400 hrs. to 0800 hrs. -- three officers
- 1. A minimum of one shift supervisor will be assigned on every shift
 - 2. The chief of security will be expected to work Monday through Friday and on-call status.
 - 3. The chief of security will be expected to cover for shift supervisors on occasions.
 - 4. Administration and the shift supervisors shall all share the on-call status.

Procedure:

- 1. The administrator shall make arrangements to provide for minimum staffing at the Rio Arriba County Detention facility in the event of a work stoppage.
- 2. The administrator shall attempt to utilize the following agencies, in the order they are listed, to provide minimum staffing:
 - a. the Rio Arriba Sheriff's Deputies;
 - b. the New Mexico State police;



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- c. reserve officers or mounted patrol officers;
 - d. the National Guard.
- 3. As explained in the Code of Ethics, no officer shall leave his/her post without proper relief.
- 4. In the event that the administrator is unable to maintain a minimum staffing level to provide a safe and secure environment, the administrator shall consult with the County Manager to determine a course of action to take.
- 5. The administrator shall assure that proper documentation is maintained by all temporary staff.
- 6. The administrator shall keep the County Manager updated on all activities during the work stoppage, who will in turn notify the County Commission.
- 7. Collective bargaining is not recognized by the County of Rio Arriba at this time.